

approach. This must include provisions for the unique needs of older persons. Eldemire-Shearer notes that individuals too must accept responsibility for the demands associated with their own ageing even as governments provide safety nets and enabling environments. Her analysis suggests that there is political commitment to older persons and the challenge for age advocates is to connect the will to action.

This book is a wonderful read to understand Caribbean society and how social policy in Caribbean impacts their environment. Personally, it was a pleasure to read this book. The discussion in the chapters has been comprehensive and well researched (supplemented with useful tables and illustrations). This book will not only inspire researchers but also practitioners to be able to translate knowledge and recommendations into practice.

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## **Business Renewal and Performance in Jamaica**

*by William W. Lawrence*

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Illustrated

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Dr William Witherle Lawrence's book, *Business Renewal and Performance in Jamaica*, published by The University of the West Indies Press, is a combination of a sharp review of international business renewal literature and exploration of the business models of firms operating in Jamaica. This combination acquaints the readers with the latest trends and directions of explorations in the theory and practice of entrepreneurship in Caribbean context. Furthermore, it helps in providing an effective roadmap for firm's recovery from organizational decline to success in the context of Jamaica – a developing Caribbean country. I must say that the lessons this book provides are unique and useful, as businesses can learn as much from failures as from successes.

As the title points out, Lawrence's purpose in writing this book is to show how to improve business performance in Jamaica. According to the World Bank (2016), Jamaica ranked 67, among 190 economies worldwide, on the ease of doing business. Nevertheless, Jamaican businesses face many problems, e.g. small domestic market, few sources of national income and employment, susceptibility to national disaster and high electricity costs, to name a few problems. These problems can fail a small business and sabotage entrepreneurial activity. A majority of businesses in Jamaica are small and face added challenges to be successful as they respond to global competition by being aware of changing management approaches without losing their unique characteristics. This book is particularly a treasure for small businesses, as it combines functional knowledge with theoretical perspective to help business managers face real-

world issues. Without any ambiguity, Lawrence's book is a great addition to any Jamaican business manager's library, as it highlights how to revive failing businesses by providing a roadmap from organizational decline to organizational renewal. The relevance of this book increases as Jamaica has one of the highest rates of business start-ups in the world. Still more than half of all small Jamaican businesses do not survive beyond 10 years. How to understand and fight the challenges obstructing business performance is at the heart of Lawrence's book.

The book has six chapters and is written in simple language with appealing tables and figures wherever necessary. This concise book of 109 pages takes us on a journey to understand why business renewal is an urgent need in Jamaica and presents an effective roadmap for firm's recovery from organizational decline. The roadmap involves recognizing the severity and sources of organizational decline, resolving financial distress, changing strategy if required, increasing operational efficiency and sustaining the performance recovery. In a small business, these issues become even more challenging and complex. This book provides a great foundation in mitigating such challenges.

Dedicated chapters provide more detailed description of the major sections of the roadmap with relevant examples from Jamaica. Conclusion recaps the main points and underscores critical implications of the roadmap for managerial decisions and actions. Book chapters are short and easy to follow with headings and diagrams. However, because it is a short book, some concepts are not explained in detail which makes it more like a handbook for quick referencing for academics and practitioners who are already aware of the concepts. Therefore, readers would enjoy and learn more if they are familiar with business jargon. The book is well referenced with information from reputable international journals with many relevant business examples from Jamaica. Smart index contains all key terms for quick referencing.

Readers can draw many useful lessons from this book. My takeaway from the book was that for effective business renewal, do not just focus on rebuilding economic value but also on creating organizational culture, providing effective leadership and ensuring employee participation. On the whole, this is a great book on business and particularly useful in the Jamaican context. From business managers, consultants, accountants, lawyers, policymakers and business students to anyone who is interested in small business restructuring will find this book beneficial. Jamaican Government's Vision 2030 resolves to make Jamaica, the place of choice to live, work, raise families and do business. If Jamaican businesses follow the suggestions in this book, I am certain that Jamaican business families can make Jamaica a place in accordance to their vision.

This book is a perfect gift for anyone who is looking for successful business restructuring examples from Jamaica. Last but not least, researchers studying enterprises in Jamaican context would be well served in reading *Lawrence's Business Renewal and Performance* in Jamaica. There are many books on improving business performance. However, this book offers a unique and valuable addition to the business performance understanding in the context of Jamaican enterprises. I highly recommend this book to academics, researchers, teachers and chief executives concerned with entrepreneurship in Caribbean, as this book is as useful for Caribbean policymakers as Caribbean business operators.

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